



JOINT FORCE HEADQUARTERS
DISTRICT OF COLUMBIA NATIONAL GUARD
2001 EAST CAPITOL STREET
WASHINGTON, DC 20003-1719

DCNG-CG

1 January 2006

MEMORANDUM FOR ALL Commanders, Managers and Supervisors, District of Columbia National Guard

SUBJECT: District of Columbia National Guard Policy on Homosexual Conduct and Harassment

1. The policy of the District of Columbia National Guard is to promote an environment that is free of discrimination and harassment. We must treat each other with dignity and respect, incorporating our individual talents to the success of the team. Threats, harassment or ridicule of individuals or groups, based upon real or perceived differences, to include sexual orientation, undermine our readiness and will not be tolerated. **Harassment, in any form, is wrong and will not be tolerated in the District of Columbia National Guard.**
2. Homosexual conduct is not compatible with military service. Sexual orientation is not a bar to service unless manifested by "homosexual conduct", defined as S-A-M; Statements of admission of homosexuality, Acts (committing a homosexual act), and/or Marriages (attempting to assimilate a marriage to a person of the same sex). Under DOD policy, a commander may initiate an investigation into homosexual conduct only upon receipt of credible information of such conduct. Credible information exists when information, considering its source and the surrounding circumstances, supports a reasonable belief that a service member has engaged in homosexual conduct.
3. Members who are subjected to harassment based on real or perceived sexual orientation or homosexual conduct must be able to report this harassment without fear. All personnel must recognize that any threats, harassment or reducible that might occur while we are in our citizen" role can have a negative effect in the military and may be the basis for appropriate action by the local command.
4. This letter supersedes all previous memorandums on the same subject. This memorandum will be posted on all unit/organizational bulletin boards.
5. Point of contact is SMSgt D. Christopher Martin, State Equal Employment Manager at (202) 685-9768.

E-Signed by MG David Wherley
VERIFY authenticity with ApproveIt

David F. Wherley Jr.
Major General, DCNG
Commanding General

DISTRIBUTION:
A - E